

5 CSR 80-850.045 Mentoring Program Standards

A successful mentoring program will include but may not be limited to the standards listed below and in the *Missouri Professional Development Guidelines for Student Success* which is hereby incorporated by reference and made a part of this rule:

Standard 1: Mentoring programs should be designed with at least the following scope and purpose:

1. Program size is carefully defined;
2. Program expectations are clearly stated;
3. Available resources are secured and available; and
4. Program expectations and support are balanced;

Standard 2: At least the following mentoring incentives, appropriate to the circumstances, should be used:

1. Peer support is provided to the mentor;
2. Release time is provided as appropriate to the circumstances; and
3. Financial support is provided as appropriate to the circumstances;

Standard 3: Mentors should be prepared for the mentoring experience with at least the following:

1. Mentors understand program expectations; and
2. Mentors receive training as appropriate to their work; training (e.g. subject matter, coaching skills, technology, etc.);

Standard 4: Strategies for mentor selection and matching should be designed and implemented including but not limited to the following:

1. Mentors selection criteria are designed;
2. An efficient and effective mentor selection process is operational; and
3. Formal and informal mentor/protégé matching strategies are utilized as appropriate to the circumstances; and

Standard 5: At least the following information regarding the effectiveness of the mentoring experience should be collected, analyzed and evaluated:

1. Evaluation is designed to focus on criteria related to successful mentoring experiences; and
2. Protégés, mentors, and program administrators provide feedback on program effectiveness.